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ABSTRACT

This book is designed to provide pragmatic guidance to those who assume responsibility for the mentor role so that they can function as more significant influences in their mentoring relationships with adult learners (as students or employees). Intended audiences include the following: two- and four-year college faculty, counselors, administrators, staff at postsecondary educational institutions, professionals who manage intern training programs, and human resource development specialists in business and government. The introductory chapter considers the following: the value of mentoring relationships in adult development, the transactional process of learning, the issue of risk in the mentoring of adults, and the six interpersonal functions of the mentor role. Chapter 2 introduces a version of the Principles of the Adult Mentoring Scale (PAMS); the issue of mentor-mentee compatibility and the interpersonal application of the six core mentor behavioral functions are addressed. Chapters 3-8 each focus on and discuss one of the six functions of the mentor role: relationship emphasis, to establish trust; information emphasis, to offer tailored advice; facilitative focus, to introduce alternatives; confrontive focus, to challenge; mentor model, to motivate; and mentee vision, to encourage initiative. Chapter 9 concludes by providing a proactive model for planning and operating the sponsored mentoring program. Appendixes include versions of the PAMS for postsecondary education and business/government, and an index. Contains 59 references. (YLB)

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